

CIVIL RIGHTS ON DECK



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CGHQ Hosts Informative African American History Month Event



Deputy Assistant to the President for the Office of Urban Affairs Roy L. Austin (left) and student Daniel Bates (middle) served as keynote speakers for the Coast Guard Headquarters (CGHQ) African American History Month Observance. Daniel Bates, 14, impressed the audience with his recitation of a Frederick Douglass speech titled 'My Slave Experience in Maryland,' which earned him an award in a public speaking competition. Mr. Austin educated the audience on President



Obama's initiative, 'My Brother's Keeper' and his role in helping to bring more equality to underserved communities. He highlighted the social injustices the program works toward correcting, especially within the criminal justice system. The event activities were led by African American History Month Executive Champion Mr. Michael Berkow (right). Submitted by Mr. Juan Torres

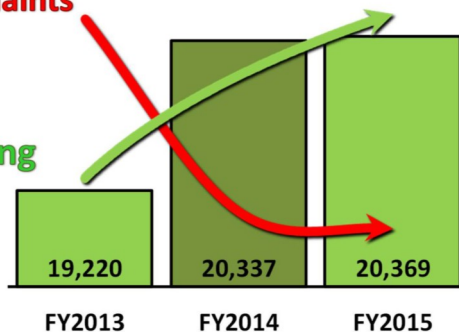
Coast Guard Mobility Program

On Friday, March 18, 2016, the Coast Guard officially launched its mobility access program, an assistive service that provides CG members, applicants and visitors with temporary accommodations, such as motorized scooters and wheelchairs. To request a mobility accommodation at CG headquarters, email HQS-SMB-CRD-EMP@uscg.mil or, Call: 202-372-4515/4264. Pictured (from Left to right) Ms. Erica Murray, The Vice Commandant, VADM Charles Michel, Ms. Carolyn Hunter, Ms. Terri Dickerson and Ms. Whitney Pullen. Submitted by Ms. Francine Blyther



Complaints

Training



Civil Rights Awareness Training Trend

One of the Coast Guard's mandated training requirements is the triennial Civil Rights Awareness (CRA) course. From FY13-15, CRD provided training to 60,000 members of the workforce. This number represented the highest total members trained in any three-year period to date. The training is a part of the Coast Guard's commitment to preventing discrimination and promoting an anti-harassment environment. All members of the Coast Guard, military and civilian, are required to attend the

instructor-led interactive training. Flag Officers and Senior Executive Service members receive their training in the Senior Executive Leadership Equal Opportunity Seminar which includes executive focused discussions of EEO topics. CRA training is one of many available tools for CO/OICs that contribute to the Coast Guard's low complaint rate which is consistently below the federal average. Submitted by Mr. Damon Manning

April 28th is Take Our Daughters and Sons to Work Day!

Sexual Assault Awareness and Prevention

**ELIMINATE
SEXUAL
ASSAULT**
KNOW YOUR PART
DO YOUR PART

April is Sexual Assault Awareness Month

Elimination of sexual assault is a priority everyday. During the month of April, organizations come together to promote information and activities towards preventing and addressing sexual assault. Did you know: sexual assault effects can be psychological, emotional and/ or physical? The duration of trauma from sexual assault can range from short to long term. Depression, PTSD, substance abuse and suicide are only a few potential reactions to sexual assault. For more information, visit www.sapr.mil or www.safehelpline.org.

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New Personnel Onboard CRD



◀CRD Welcomes YN2 Robert Keogh to its DEOMI staff. YN2 Keogh serves as a curriculum assistant at DEOMI as well as one of CRD's liaisons to DEOMI. A little about our new member: YN2 is from Dublin, Ireland and just returned from a 15-month deployment in Bahrain and Kuwait. He is married and has a 3-year-old son, is currently working toward a Bachelor of Science degree in Criminal Justice and enjoys riding his new Harley-Davidson. YN2 is excited to be working with Coast Guard students.

▼Mr. Kevin Bremby joins the CRD team as an Equal Employment Manager for Region 2, Zone 5. Mr. Bremby comes to the CG from the Air Force Audit Agency where he served from 2005 to 2016 as an Equal Opportunity Director; prior to that, he served his country for 22 years on active duty in the Air Force. He is a graduate of St. Leo University where he studied Human Resource Administration.



Perspective From a Civil Rights Practitioner: Yvonne Nunn

★ "In the Pacific Coast area (Region 3) when I conduct Civil Rights Awareness training, I ask the question, 'What do you see through your lens?' This is designed to examine and identify individual biases, stereotypes, prejudices and how we communicate with each other. During this session, participants learn that they are not even aware of how they stereotype entire groups of people based on their personal experiences or biases.



While the Government is committed to enforcement of Equal Employment Opportunity (EEO) principles and a workforce that proportionately reflects our society, we too must evaluate our own conflicting values and opinions to achieve success. We, civil rights practitioners, use tools during training to encourage managers and employees to embrace diversity within the workplace and to understand that EEO is everyone's responsibility.



Remember: * It is against the law to base employment decisions on bias against a group of people. *Make your 2016 resolution to avoid assumptions about entire groups of people. *An ideal workplace starts with you.



I'll end with this: A CG member attending Civil Rights Awareness training gave me a quote which has stuck with me for the past three years "What we see depends mainly on what we look for." John Lubbock 1834-1913." Submitted by Ms. Yvonne Nunn

The submission periods for the 2016 League of United American Citizens (ALCOAST 086/16) and NAACP Roy Wilkins Renown Service Award (ALCOAST 087/16) are now open! For more information, refer to their ALCOAST.

CRD Represents Coast Guard at New Orleans Career Expo



Annually, CRD staff located in Louisiana, along with other Coast Guard members, participate in the Spring Career Expo in New Orleans. Graduates from local universities such as Xavier, University of New Orleans, Tulane and others attend to engage with prospective employers. Coast Guard members provide information about CG missions and career opportunities. To learn more on civilian opportunities go to the website: <http://www.uscg.mil/civilian/default.asp> ▼ Pictured (From left to right): Mr. Hyrom Buchanan, LCDR Carrie Wolf, OT Sandy Green and AST1 Gabriel Sage .

